

RECEIVED
EXECUTIVE DIRECTOR
OF EDUCATIONAL EXAMINERS

COMBINED STATEMENT OF CHARGES, SETTLEMENT AGREEMENT, AND FINAL ORDER

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STIPULATIONS

1. Respondent holds a STANDARD LICENSE (FOLDER # 237443) with the following endorsements: Teacher (7-8), 5-8 Middle School Generalist, and 5-12 Spanish. This license is current and will next expire on September 30, 2023. Respondent also holds a COACHING AUTHORIZATION, which will next expire on January 22, 2021.
2. During the relevant facts of this matter, Respondent was employed with Independence Community School District.
3. On April 23, 2018, the Board of Educational Examiners received a complaint against Respondent alleging a violation of the Code of Ethics.
4. On November 9, 2018, the Board found probable cause to proceed to hearing based upon the facts set forth in paragraph 5 below.
5. Investigation revealed that Respondent failed to properly account for money collected from students of the tennis and cross country programs for athletic gear and concession stand sales.

SETTLEMENT AGREEMENT

6. This Combined Statement of Charges, Settlement Agreement, and Final Order constitutes the final resolution of a contested case proceeding and shall have the force and effect of a disciplinary order entered following a contested case hearing.

7. In order to resolve this matter without proceeding to hearing, Respondent agrees to the following conditions:

- a. Respondent accepts a WRITTEN REPRIMAND.
- b. Respondent agrees to successfully complete at least fifteen in-person contact hours in "Ethics for Educators," which is offered by the ISEA, or "Ethical Educators," which is offered by the PEI, within ONE YEAR of the date the Board accepts this Combined Statement of Charges, Settlement Agreement, and Final Order. Respondent is responsible for all costs associated with the completion of the educational course. Respondent shall provide the Board with proof of completion of the ethics course.
- c. Respondent agrees to follow all local district policies relating to purchases, procurements, and reimbursements.

LICENSEE DECLARATION

I understand that this Combined Statement of Charges, Settlement Agreement,

and Final Order is subject to the approval of the Board and will have no force or effect if it is not accepted by the Board.

I understand State's counsel will present this Combined Statement of Charges, Settlement Agreement, and Final Order to the Board *ex parte*.

I agree to comply with the requirements set forth in the stipulations and requirements of this Combined Statement of Charges, Settlement Agreement, and Final Order and understand that my failure to do so can result in additional discipline of my licenses.

I understand that this Combined Statement of Charges, Settlement Agreement, and Final Order is a public record, which will become part of my permanent licensure file and will be available for public inspection and reproduction.

I understand that my name will be added to the national clearinghouse database kept by the National Association of State Directors of Teacher Education and Certification (NASDTEC).

1/13/2019
Date

Sarah Crawford
Sarah Crawford, Respondent

ORDER

IT IS THE FINAL ORDER OF THE IOWA BOARD OF EDUCATIONAL EXAMINERS THAT:

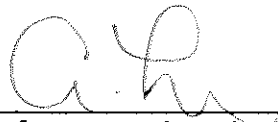
1. The conduct with which Respondent has been charged constitutes a violation of the Code of Professional Conduct and Ethics governing the teaching profession. Respondent is REPRIMANDED for the charged conduct.

2. Respondent shall successfully complete at least fifteen in-person contact hours in "Ethics for Educators" or "Ethical Educators" within ONE YEAR of the date of this Order. Respondent is responsible for all costs associated with the completion of the educational course. Respondent shall provide the Board with proof of completion of the ethics course.

3. Respondent is ordered to follow all local district policies relating to purchases, procurements, and reimbursements.

4. In determining the appropriate sanction to impose in this case, the Board has considered the nature and seriousness of the allegations as well as mitigating circumstances.

Dated this 22nd day of February, 2019.



Ann Lebo, Executive Director
Iowa Board of Educational Examiners

Copies to:

Sarah Crawford
RESPONDENT

Christy Hickman
ATTORNEY FOR RESPONDENT

Allison Schmidt
ATTORNEY FOR THE STATE